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Engineering Support Program (ESP)

FISCAL YEAR 2016 ANNUAL REPORT

October 15, 2016

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This publication was produced for review by the United States Agency for International Development. It was prepared by Tetra Tech.

This report was prepared for the United States Agency for International Development, Contract Number AID-306-C-16-00010, Engineering Support Program (ESP).

Principal Contacts:

██████████, PE
Executive Vice President
Tetra Tech, Inc.
Marlborough, MA
Tel.: ██████████
████████████████████

██████████, PE
Home Office Project Manager
Tetra Tech, Inc.
Marlborough, MA
Tel: ██████████
████████████████████

██████████, PhD
Sr. VP International Operations
Tetra Tech, Inc.
Arlington, VA
Tel.: ██████████
████████████████████

██████████, PhD
Chief of Party
Tetra Tech, Inc.
Kabul, Afghanistan
Tel.: ██████████
████████████████████



October 15, 2016

██████████, Acting COR
Office of Infrastructure (OI)
U.S. Agency for International Development
Great Massoud Road
Kabul, Afghanistan

**Re: Contract No. AID-306-C-16-00010
Engineering Support Program (ESP)**

FISCAL YEAR 2016 ANNUAL REPORT

Dear Mr. ██████████:

Tetra Tech (Tt) is pleased to submit the first Annual Report for fiscal year 2016 under the Engineering Support Program (ESP), Contract No. AID-306-C-16-00010.

The purpose of the Engineering Support Program is to provide to USAID professional design/engineering and quality assurance services in various sectors.

ESP began on July 23, 2016. Therefore, this Annual Report covers only activities completed in the period from July 23, 2016 through September 30, 2016.

In large part, this time was been spent on project start up, including Security, Management and Program Support and Technical Services as well as the transition of eight work orders that were started under the Afghanistan Engineering Support Program (AESP) to Job Orders under ESP. During this reporting period, Tetra Tech transitioned Quality Assurance (QA) and Construction Management Services (CMS) for the Arghandi-Ghazni Transmission Line and Substations, and bid support and eventual provision of CMS and QA services for the NEPS-SEPS Connector, Salang Substation and SEPS Completion projects from AESP to ESP. Also, the ongoing internship program was transitioned to ESP during this reporting period.

Please contact me at your convenience should you have any questions or comments regarding this submittal.

Very truly yours,

████████████████████

██████████, PhD
ESP Chief of Party

Cc: ██████████ (USAID)
██████████ (USAID)
██████████ (USAID)
██████████ (ESP DCOP)
██████████ (Home Office Project Manager)

ENGINEERING SUPPORT PROGRAM
(ESP)
FISCAL YEAR 2016 ANNUAL REPORT

CONTRACT NO.AID-306-C-16-00010

October 15, 2016

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The author's views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government.

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Acronyms and Abbreviations

AESP	Afghanistan Engineering Support Program
CCN	Cooperating Country Nationals
CO	Contracting Officer
COP	Chief of Party
COR	Contracting Officer's Representative
ESP	Engineering Support Program
FFP	Firm-Fixed Price
HPP	Hydro Power Plant
ICB	Interns Capacity Building
JO	Job Order
LARP	Land Acquisition Resettlement Program
M	Management
NPA	National Procurement Authority
NPC	National Procurement Committee
NTP	Notice to Proceed
OI	Office of Infrastructure
PTEC	Power Transmission Expansion and Connectivity
S	Security
T&M	Time-and-Materials
TS	Technical Services
Tt	Tetra Tech
USAID	United States Agency for International Development
USN	US Nationals
VS	Vertical Structures

EXECUTIVE SUMMARY

The purpose of the Engineering Support Program (ESP) is to provide technical assistance to the Office of Infrastructure (OI), by providing quick responses from a Kabul-based core of U.S. National (USN) and Cooperating Country National (CCN) architectural and engineering professionals. The Kabul-based Tetra Tech team provides planning, design, technical support, and oversight support, while also contributing to capacity building, mentoring, and collaboration/coordination with appropriate stakeholders. The estimated period of performance for this contract is three years (with two possible annual extensions) from the contract signing date (July 23, 2016).

Technical assignments and tasks are categorized as Job Orders (JO). These JOs are either Time-and-Materials (T&M) or Firm-Fixed Price (FFP). Only JO-M-0001, providing for Management and Program Support, is an FFP contract. All other and future JOs are anticipated to be T&M contracts.

This report covers the period from July 23, 2016 to September 30, 2016. Highlights of the fiscal year within each sector, and technical support and the oversight services noted below, exemplify ESP's diverse support of the USAID OI mission in Afghanistan.

Table I describes list of the Job Orders in different categories under the Engineering Support Program.

Table I: List of ESP Job Orders

Job Order Number	Job Order Title
JO-M-0001	Management and Program Support
JO-S-0002	Security
JO-TS-0003	General Technical Services
JO-TS-0003 AMD 1	RSSP #1 Work Site Assessment
JO-TS-0003 AMD 2	Kajaki Transmission Line Repair Rapid Assessment
JO-TS-0004	Translation of Procurement Regulation
JO-P-0005	SEPS Completion Transmission Line
JO-P-0006	SEPS Completion Substations
JO-ICB-0007	Internship Program for Afghan Women in Engineering and Architecture
JO-P-0008	Arghandi-Ghazni Transmission Line
JO-P-0009	Arghandi-Ghazni Substations
JO-P-0010	NEPS SEPS Connector Transmission Line
JO-P-0011	NEPS SEPS Connector Substations
JO-P-0012	Salang Tunnel Substation
JO-VS-0013	AUAF QA Services
JO-S-0014	PTEC Security

PTEC Job Orders

Arghandi-Ghazni Substations and Transmission Line

Tt transitioned the Arghandi-Ghazni Substations and Transmission Line work orders from AESP to ESP as two separate Job Orders. The Arghandi-Ghazni Transmission Line JO began its initial work after receiving limited NTP on August 27, 2016. Tt received full NTP for the Arghandi-Ghazni substations on September 11, 2016. Construction activities on Transmission Line between Arghandi and Sayedabad proceeded well, the contractor could have completed the project had the outstanding LARP (Land Acquisition Resettlement Program) issues been resolved by DABS. Unfortunately, there are still three existing LARP issues that are hindering the completion of the project. The contractor notified DABS that they would not be responsible for the timely completion of the project should DABS not be able to resolve the existing LARP issues. Both DABS and the contractor are working with the local government to resolve the LARP issues and complete the project. During this reporting period, there were 35 security incidents recorded, resulting in damages inflicted to the Transmission Towers, ASCR Conductor and OPGW conductor.

Tetra Tech held several special meetings with the contractor regarding the slow work progress on Sayedabad and Ghazni substations, including a meeting with the contractor's Vice President and President. Tetra Tech focused on resolving the outstanding design submittals for Ghazni and Sayedabad substations. As of the end of this period, some outstanding design submittals had not yet been approved by the Tetra Tech design team. During this period all the contractor crews had arrived and resumed construction activities and the contractor had received transformers and other equipment. ESP expects that construction activities will gain considerable momentum in the next reporting period. In order to expedite project completion, the contract has air-freighted Isolator, Bus Post Insulator structures and cables.

NEPS SEPS Connector Transmission Line

This Job Order was transitioned to ESP on August 27, 2016 with limited Notice to Proceed (NTP). During this reporting period, Tetra Tech analyzed the selected contractor's discount and how it should be applied to the contract pricing and DABS has been in communication with the contractor. Resolution of the discount is the last step for a final draft of the contract process. The next step will be for USAID and the NPA to review and approve the contract documents. This will be followed by the NPC accepting the documents. ESP expects that DABS and USAID will complete this process and sign the contract with the selected bidder by the end of October 2016.

NEPS SEPS Connector Substations

ESP received limited NTP for this Job Order and transitioned it from AESP on August 27, 2016. During this reporting period, the bid evaluation committee finished its work and issued a report, selecting a contractor. Two of the unsuccessful bidders filed protests. DABS is evaluating these protests for validity and Tt submitted to DABS comments on the protests. There are two possible outcomes of the protest review: if the protest is rejected by DABS, DABS will finalize a draft contract with the selected contractor and submit the contract to NPA and USAID for approval; and, if DABS finds the protest to be valid, DABS will finalize a draft contract with the next lowest qualified bidder, and approval will proceed as stated above.

SEPS Completion Transmission Line

After receiving limited NTP, Tt transitioned this Job Order to ESP on August 27, 2016. During this reporting period, Tetra Tech continued to support the bidding process for the SEPS Completion Transmission Line. The lowest qualified bidder submitted a price that was low enough to question the viability of the bid. Tt provided pricing analysis and opinions on the bidder's justifications for the low prices to USAID. During the next quarter, ESP plans to assist DABS to resolve the issue of bid pricing and award a contract or to reject the bid and select the next lowest qualified bidder.

SEPS Completion Substations

ESP received limited NTP and transitioned this Job Order from AESP to ESP on August 27, 2016. During this reporting period, Tetra Tech participated in and supported the ongoing bid evaluations. The DABS bid evaluation committee submitted the draft report that DABS Procurement, USAID, and Tt are reviewing. During the next quarter, ESP will assist DABS to finalize the bid evaluation report and select a contractor.

Salang Tunnel Substation

Tt transitioned this Job Order to ESP on August 27, 2016 after receiving limited Notice to Proceed. The contract for this project will be signed in early October 2016. Tetra Tech will organize the kick off meeting with all parties.

Technical Services Job Orders

During this reporting period, Tetra Tech was tasked with three technical service job orders/amendments. They included:

1. Assessment of a damaged section of road in an area in northern Afghanistan (near Mazar-e-Sharif) (JO-TS-0003, Amendment 1). This task order required Tt to mobilize a field staff quickly to perform the assessment as well as coordinate with the local Department of Public Works as well as the contractor typically used by USAID for this type of repair work. ESP completed its work and filed a final report with USAID for considered action.
2. Provide an engineering assessment of an older section of transmission line to determine if it is capable of carrying the additional current that will be part of an upgrade to the power generation capabilities near Kajaki (JO-TS-0003, Amendment 2). This work was performed through a combination of local staff and reachback personnel.
3. Provide a translation of a recently revised NPA document that potentially has an impact on USAID hiring practices (JO-TS-0004). Tt retained a local translator to provide a direct translation of this document. Tt then performed a comparison of the two documents and created a list highlighting the location and changes between the two documents.

Internship and Capacity Building Job Orders

During this period, only one Internship and Capacity Building (ICB) Job Order was active. The Internship Program for Afghan Women in Engineering and Architecture (JO-ICB-0007) transitioned to ESP on August 27, 2016. This program represents ESP's long-term commitment to capacity building, developing female engineers' skills, and promoting gender equality. The Internship Program for Afghan Women provides opportunities to support the technical and professional development of female students in their final years of university engineering studies. Under the direct supervision and mentorship of Tt professional expats and local professional staff, the program provides opportunities for practical training, exposure to project engineering experiences, an avenue to strengthen communication skills, and possible job placements in the future. For the 2016 academic year, Tt hired eight female engineering interns. These eight interns include five architects, and one civil and two electrical engineering students from Kabul University and Kabul Polytechnic University.

Since joining Tt, the interns received general business training and on-the-job training related to their field of study. For example, the civil engineering intern attended PLS CAD training, which is a new structural design software in Afghanistan. AutoCAD software is must-have requirement for all engineers and architects, who must be familiar and able to work with this software. Following trainings, interns attended several site visits to under-construction buildings with different functions and reviewed the submittals to experience office and site engineering activities.

Vertical Structures Job Orders

No vertical structures work was conducted in this FY under ESP. ESP continued to work closely with USAID on the smooth transition of vertical structures projects being managed under AESP to ESP, which will be completed in the next quarter, Q1 of FY 2017.

Security Job Orders

JO-S-0002

ESP received Notice to Proceed with JO-S-0002 on July 20, 2016. The basic scope of work under the JO was to provide security services for the Kabul offices and residence. TetraTech had competitively tendered for the provision of Security Services, a tender won by bid from GW Consulting, Inc. (GW). GW assumed its responsibilities under an approved contract in transition from AESP to ESP with no issues.

JO-S-0014

ESP provided a work plan inclusive of Security Plans to provide requirements for security for all Power Transmission Expansion and Connectivity (PTEC) projects and for JO-S-0002. The work plan addressed all security needs to provide appropriate levels of security protection and control for ESP PTEC projects. The Security Plans were accepted by USAID with an issued Notice to Proceed on September 22, 2016.

CONSTRAINTS AND CRITICAL ISSUES

During this reporting period, primary constraints and critical issues included the challenges faced in initiating ESP, while simultaneously maintaining the workload already under contract with AESP. ESP ramped up quickly, with 16 Job order requests and amendments submitted by USAID within 10 weeks of NTP. The Job Order request (JOR) format and subsequent Job Order Proposal (JOP) was different than the AESP format, which required significant discussions between USAID and Tt to ensure that the expectations of USAID were met.

Although security concerns did not prevent Tetra Tech ESP from completing its mission during this reporting period, security remained a significant concern. ESP sees an increased number of teams going into the field to fulfill QA inspection auditing and CM activities, often to areas where security is a major concern. Tetra Tech will continue to respond to evolving security challenges in order to ensure the safety of our personnel until project completion.

Kinetic activity that occurred along the Arghandi-Ghazni Transmission Line during FY 2016 resulted in battle damage to several structures. Tt will continue to monitor such events to identify causal relationships and provide recommendations for mitigation.

As part of ongoing work at the Kajaki HPP, Tt's Security Team continued to coordinate with Afghan Public Protection Forces (APPF) and Afghan National Army (ANA) to remain vigilant and aware of security threats in the area. Thus far, security concerns have not significantly impacted Tt field operations at the Kajaki HPP.

Conference facilities at the Tt Villa remained available as a practical option for USAID to hold business meetings with other implementing partners and Afghanistan stakeholders. Using the Tt Villa facilities mitigates the security risks associated with travel around Kabul during periods of unpredictable insurgent activity.

I.0 ACTIVITY IMPLEMENTATION

I.1 KEY ACTIVITIES ACCOMPLISHED DURING THE YEAR

Tt ESP is responsible for providing USAID with independent engineering support, construction oversight, and quality assurance for ongoing and planned construction, design and operations, and maintenance projects for all areas of USAID supported infrastructure.

In accordance with the USAID OI contract scope of work, ESP uses a Job Order (JO) system to respond to assigned activities that optimizes response time and home office reachback for providing contract deliverables. As a support activity, ESP's objective will not be to directly construct infrastructure, but to support USAID and Afghanistan's Government of National Unity (GNU) in ensuring infrastructure integrity.

ESP will provide Planning, Design, Construction Oversight, Quality Assurance Services, and Mentoring/Capacity Building Services when directed by USAID CO through issuance of a JO.

USAID CO will issue a Job Order Request (JOR) in writing that will delineate:

- (1) Type of Job Order (e.g., time and materials or firm-fixed price)
- (2) General Scope of Work
- (3) Location of work
- (4) Character and extent of services
- (5) Specific technical requirements
- (6) Time period/s within which the work must be performed
- (7) Time period in which ESP must provide its Job Order Proposal

In response, ESP must prepare and submit to the CO, through the COR, a Job Order Proposal (JOP) that identifies the JO by a sequential number and contains a Work Plan, an Estimated Budget and Subcontract Consent, if required. Upon agreement to the terms of the Work Plan, Budget and Payment Schedule (if applicable), the CO will thereafter issue a Notice to Proceed (NTP) for the Job Order.

During this reporting period, Tt ESP began preparing JOPs based on the JORs received from USAID CO under one (1) Job Order in the Management Sector, one (1) Job Order in the Vertical Structures Sector, two (2) Job Orders in the Security Sector, three (3) Job Orders in the Technical Services Sector, and seven (7) Job Orders as PTEC Job Orders. Hence, the majority of ESP JOs and subsequent work was within the PTEC JOs for this period.

Table 2 below describes the JO activities performed during this Period:

Table 2: Summary of work completed during this reporting period

JO Number	Job Order Title	NTP	Summary of Work Completed
JO-M-0001	Management and Program Support	July 23, 2016	Submittal of multiple Job Order proposals and amendments to meet the needs of USAID.
JO-S-0002	Security	July 20, 2016	Security Plan deliverable submitted and accepted by USAID as part of submittal and acceptance of JO-S-0014, PTEC Security.
JO-TS-0003	General Technical Services	August 27, 2016	Work performed under this JO will take the form of amendments with a total level of effort of less than 200 hours. See amendments below for work performed under JO-TS-0003
JO-TS-0003 AMD 1	RSSP #1 Work Site Assessment	September 5, 2016	Assessment of a damaged section of road in an area in northern Afghanistan. This task order required Tt to mobilize a field staff quickly to perform the assessment as well as coordinate with the local Department of Public Works as well as the contractor typically used by USAID for this type of repair work.
JO-TS-0003 AMD 2	Kajaki Transmission Line Repair Rapid Assessment	September 3, 2016	<p>The 110 kV transmission line from Kajaki Switchyard to Kandahar has been in a detreated state for many years. With the soon-to-be-added output at Kajaki HPP, DABS made upgrades to the conductor. The Rapid Assessment is to determine if the line, with the upgrades, will adequately allow full output of the HPP that is 51.5 MW.</p> <p>Tetra Tech, with input from its reachback partner, Power Engineers, submitted a technical memo to USAID that stated the system will carry the extra power, but the voltage will be less than what would be acceptable by Western utility standards.</p>
JO-TS-0004	Translation of Procurement Regulation	August 18, 2016	Tt retained a local translator to provide a direct translation of this document. Tt then performed a comparison of the two documents and created a list highlighting the location and changes between the two documents.

JO-P-0005	SEPS Completion Transmission Line	August 27, 2016 (limited NTP)	Tetra Tech continued to support the bidding process for the SEPS Completion Transmission Line. The lowest qualified bidder submitted a price that was low enough to question the viability of the bid. Tt provided pricing analysis to USAID and opinions on the bidder's justifications for the low prices.
JO-P-0006	SEPS Completion Substations	August 27, 2016 (limited NTP)	Tetra Tech participated in and supported the bid evaluation that is still ongoing. The DABS bid evaluation committee submitted the draft report that DABS Procurement, USAID, and Tt are reviewing.
JO-ICB-0007	Internship Program	August 27, 2016 (limited NTP)	<p>Interns received water supply design training, started the E-Panet 2 software training, worked on the MS Project assignment and continued their electrical training.</p> <p>Interns also worked with ESP engineers, gaining hands-on experience by performing submittal reviews and assisting in Tt villa office expansion surveying, architectural, civil, and electrical, water supply and sewerage systems, plumbing and HVAC systems drawings.</p> <p>Interns attended the weekly coordination meetings held between Tt engineers and their expat supervisor to update and report their related design package progress.</p>
JO-P-0008	Arghandi-Ghazni Transmission Line	August 27, 2016 (limited NTP)	Construction activities proceeded with a good pace during this reporting period. The contractor completed 31.5 km of ACSR conductor stringing and 88.4 km of 110.83km of OPGW stringing. ACSR conductor stringing has been completed for 85.69 km of 110.83 km of the Transmission Line. LARP issues decreased from eight to three during this reporting period. The LARP issues have been the main reason of the delays in the project completion.

JO-P-0009	Arghandi-Ghazni Substations	September 11, 2016	Most of the remaining equipment and cables required for the completion of substations at Ghazni and Sayedabad were procured, they have either arrived at site or are on the way to site. In this reporting period, Tetra Tech remained focused on the resolving design issues and this effort is being continued going forward. During this reporting period, the contractor completed brick masonry, columns, beams, roof truss and interior cable trenches of the Control-Switchgear Building.
JO-P-0010	NEPS SEPS Connector Transmission Line	August 27, 2016 (limited NTP)	Tetra Tech analyzed the selected contractor's discount and how it should be applied to the contract pricing. DABS has been in communication with the contractor.
JO-P-0011	NEPS SEPS Connector Substations	August 27, 2016 (limited NTP)	The bid evaluation committee finished its work and issued a report to select a contractor. Two of the unsuccessful bidders filed protest. DABS is evaluating the protests for validity and Tt submitted to DABS comments on the protests.
JO-P-0012	Salang Tunnel Substation	August 27, 2016 (limited NTP)	The bid evaluation is complete and the selected contractor has been notified of the intent to award the project. The contract will be signed early in the next quarter.
JO-VS-0013	AUAF QA Services	N/A	
JO-S-0014	PTEC Security	September 22, 2016	Security Plans submitted and kick off meeting held following USAISD approval and NTP.

I.2 KEY ACTIVITIES PLANNED FOR NEXT REPORTING PERIOD

Table 3 below describes the activities planned for the beginning of 2017 fiscal year. Actual work performed will be described in detail in the FY 2017 Quarter I Report.

Table 3: Summary of Work Planned for the Next Quarter

JO Number	Job Order Title	Summary of Work Planned
JO-M-0001	Management and Program Support	Completion of all outstanding Job Orders to achieve full NTP.
JO-S-0002	Security	Continuation of progressive planning
JO-TS-0003	General Technical Services (TS)	Timely response to USAID TS JOR
JO-TS-0003 AMD 1	RSSP #1 Work Site Assessment	Completed.
JO-TS-0003 AMD 2	Kajaki Transmission Line Repair Rapid Assessment	Tetra Tech will refine the voltage drop calculation and determine if there is merit to pursue temporary remediation that will support voltage at the Kandahar Breshna Kot Substation.
JO-TS-0004	Translation of Procurement Regulation	Completed
JO-P-0005	SEPS Completion Transmission Line	Tetra Tech will continue to support the bidding evaluations during the next quarter.
JO-P-0006	SEPS Completion Substations	Tetra Tech will continue to support the bidding evaluations during the next quarter.
JO-ICB-0007	Internship Program	In the next quarter, the internship program will continue with additional on-the-job training, site visits and shadowing opportunities. Interns will continue their site visits to the AUAF Women's Dormitory construction site and US Embassy under-construction buildings. Interns will continue to review the submittal and attend the Primavera P6, Autodesk Storm and Sanitary Analysis software trainings.

JO-P-0008	Arghandi-Ghazni Transmission Line	For the next quarter, ESP has set a goal to complete the ACSR conductor and OPGW conductor for the whole length of the project. Tt and the contractor will perform the final inspection of the transmission line between Arghandi and Ghazni. Commissioning and testing of the transmission line between Arghandi and Sayedabad will likely happen during the next quarter.
JO-P-0009	Arghandi-Ghazni Substations	ESP will complete the Control-Switchgear Building and install the remaining equipment and equipment structures. During the next three months, ESP will complete testing and commissioning of the whole substation, as well as the road and drainage systems.
JO-P-0010	NEPS SEPS Connector Transmission Line	DABS and Tt will meet with the contractor to finalize the method of applying the \$10,800 discount that was submitted as part of the bid.
JO-P-0011	NEPS SEPS Connector Substations	Tt will support DABS on resolution of the bid protests.
JO-P-0012	Salang Tunnel Substation	The contract for this project will be signed in early October 2016. Tetra Tech will organize the kick off meeting with all parties to start the project.
JO-VS-0013	AUAF QA Services	
JO-S-0014	PTEC Security	ESP held kick off meetings with the Risk Management Company (RMC) which will be the security provider for all PTEC projects. Needs for better intelligence and enhancements to the Watch and Wrn system were addressed to be incorporated into future security actions.

1.3 MONITORING AND EVALUATION (M&E)

As per ADS 203.3.5, ESP is required to submit for COR approval an Activity Monitoring & Evaluation Plan (AMEP) based on its proposed M&E strategy for collecting, evaluating, and validating data which will be used to measure overall progress towards Mission goals. The COR will provide a list of Mission Performance Management Plan (PMP) indicators required for the activity. The AMEP must include the required Mission PMP indicators along with any others that are deemed necessary or useful in measuring progress against the overall goal and project objective(s).

Tetra Tech submitted the AMEP Rev0 to the USAID COR on September 21, 2016. Upon receipt of USAID approval, ESP will begin reporting to the determined indicators as part of the M&E Reporting. It is anticipated that the AMEP will be modified following receipt of revised Mission PMP Indicators, which were under internal USAID review through this period.

2.0 MANAGEMENT AND ADMINISTRATIVE ISSUES

2.1 PERSONNEL

During the mentioned quarter, there were significant changes in the staffing of ESP. All Expatriate staff transitioned from AESP to ESP in this Quarter excluding staff assigned to Kajaki Hydro Power Plant (HPP). Within ESP's local staff, Sayed Habib Sana, Electrical Engineer, resigned and his position is to be filled by a qualified internal candidate. Mariam Safi, Civil Engineer, and Palwasha Hussaini, Government Liaison Specialist, also resigned. Their positions will be filled upon their departures. These three resignations were due to the permanent personal relocation of each staff to the United States.

Several new employees were hired during this quarter for various positions. New hires include: Sanam Sarwary, Administrative Assistant; Najibullah Mohibi, Buyer; Zamanuddin Emamuddin, EDMS Assistant; and Sultan Aziz Sultani, Subcontracts Specialist.

There were also a number of staff promotions. Siddiq Aziz was promoted from MIS Assistant to MIS/GIS Specialist, Manizha Maroof was promoted from Accountant to Finance Manager, Muzhda Sabah was promoted from IT Assistant to Deputy IT Manager, Zia Siddiqi was promoted from Subcontracts Specialist to Procurement Manager, and Samiullah Zazai was promoted from HR Assistant to Administrative Manager.

Gender equality plays an important role in staff planning of ESP. During this quarter, Tt ESP's staffing consisted of 75% men and 25% women.

Due to the rapid expansion of ESP staffing required to meet increased needs outlined in the new Job Orders, numerous positions, including Technical, Administrative, and Facilities, will be advertised and filled in the next quarter Q1 FY 2017.

2.2 MODIFICATIONS AND AMENDMENTS

Tt received no modifications or amendments to the ESP Contract No. AID-306-C-16-00010 during this period.

3.0 SUCCESS STORIES

ESP will report upon three success stories in each quarter of the Fiscal Year. As this Annual Report only encompasses time within Q4 FY 2016, three success stories are provided below. These stories include:

- **Hands-On Experience for Female Interns:** With ongoing facilities expansion underway at the ESP villa, five of the female interns are receiving significant hands-on experience by providing design and cost estimate support to this process.
- **Afghan-Run Work Site Assessment:** Under JO-TS-0003 AMD I, CCN staff coordinated, carried out, and reported upon the RSSP #1 Work Site Assessment.
- **ESP Project Start-Up:** In this quarter, Tetra Tech transitioned seamlessly from the AESP to ESP program, including transitioning eight active Job Orders.

Each of the above stories will be provided in more detail within seven (7) days of topic acceptance by USAID.

USAID is requested to indicate acceptance of the above topics for success stories

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USAID AFGHANISTAN

U.S. Embassy
Great Massoud Road
Kabul, Afghanistan
Tel: 202.216.6288

<http://afghanistan.usaid.gov>